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MONTANA DNRC Conversation

A Newsletter of the Department of Natural Resources and Conservation • Director Bud Clinch

Volume 2 • Number 3 • June 1996

PLEASE RETURN

MESSAGE FROM THE DIRECTOR

Director Bud Clinch

". . . employees are encouraged to notify their supervisors of any outside employment. . ."

Director Bud Clinch *Photo by Jim Bond*

I am aware that a number of department employees have taken additional jobs outside of normal working hours to produce additional income. Recently, the Montana Supreme Court issued a decision concerning the outside employment rights of state employees. I would like to share with you the department's understanding of that case and the limitations department employees should be aware of in pursuing outside employment.

The Supreme Court has ruled that employees have a constitutional right to pursue employment opportunities in addition to their state employment, but that the state may infringe on that employment right if the state can establish a compelling interest for limiting an employee's outside employment. In the past, DNRC has used several different written and unwritten policies regarding outside employment of department employees. At present, the department has no written policy on this subject.

Title 2, Chapter 2 of the *Montana Codes Annotated* contains the standards of conduct enacted by the legislature for state employees. I feel that the limitations are best defined by the code of ethics for public employees. The purpose of the Montana Code of Ethics is to prohibit conflict between public duty and private interests. The general limitations imposed by the code include:

1. Restricting an employee from acquiring an interest in any business or undertaking that the employee has reason to believe may be directly and substantially affected to its economic benefit by official action taken by the employee's agency
2. Prohibiting an employee from performing an official act directly and substantially affecting a business or other undertaking to its economic detriment when the employee has asubstantial personal interest in a competing firm or undertaking
3. Prohibiting an employee from using public time, facilities, equipment, supplies, personnel, or funds for the employee's private business purposes
4. Prohibiting an employee from engaging in a substantial financial transaction for the employee's private business purposes with a person whom the employee inspects or supervises in the course of official duties
5. Prohibiting an employee from assisting any person for a fee or other compensation in obtaining a contract, claim, license, or other economic benefit from the employee's agency, or assisting any person for a contingent fee in obtaining a contract, claim, license, or other economic benefit

Clearly, any private business pursuit that breaches these limitations violates the law and places the employee in a conflict of interest. To preclude this, employees are encouraged to notify their supervisors of any outside employment so they can receive a copy of the code of ethics. By complying with the code of ethics, an employee can remain clear of any potential conflicts. Obviously each situation will be different. The important point is that such a review will help eliminate potential conflicts and help employees avoid any appearance of impropriety.

"To help ensure Montana's land and water resources provide benefits for present and future generations."

——MONTANA BOARD OF OIL AND GAS CONSERVATION——

Photo by Jim Bond

BOGC members (from left): Stanley "Stan" Lund, George Galuska, Dean Swanson, David "Dave" Ballard, Judith "Judy" Feland, Warren Ross, and Denzil Young

High over Billings, on the 22nd floor of the Sheraton Hotel, the Montana Board of Oil and Gas Conservation (BOGC) makes decisions that guide and regulate a $300-million-per-year industry in Montana.

BOGC is a quasi-judicial body that is attached to DNRC for administrative purposes only. It has the authority to hire its own personnel and to set the salary of several of its professional staff positions. The law is quite specific regarding some of the board's makeup:

> *The board consists of seven members, three of whom shall be from the oil and gas industry and have had at least 3 years' experience in the production of oil and gas, and two of whom shall be landowners residing in oil- or gas-producing counties of the state but not actively associated with the oil and gas industry, but one of the two landowners shall be one who owns the mineral rights with the surface and the other shall be one who does not own the mineral rights.* (MCA Section 2-15-3303)

Also, one must be an attorney. All members are appointed to four-year terms by the governor--four (the majority) when he or she takes office; the others, two years later. These persons are currently serving on BOGC.

Montana Board of Oil and Gas Conservation		
	Stanley Lund, Chairman Reserve Rancher	
Dean A. Swanson Vice Chairman Polson Petroleum Landman	Judith A. Feland Shelby Businesswoman	Warren H. Ross Chinook Rancher
David Ballard Billings Petroleum Geologist and Geophysicist	George Galuska Billings Petroleum Geologist	Denzil R. Young Baker Attorney

". . . decisions that guide and regulate a $300-million-per-year industry. . ."

The board's regulatory actions serve three primary purposes: (1) to prevent waste of oil and gas resources, (2) to conserve oil and gas by encouraging maximum efficient recovery of the resource, and (3) to protect the correlative rights of the mineral owners, i.e., the right of each owner to recover its fair share of the oil and gas underlying its lands. The board also seeks to prevent oil and gas operations from harming nearby land or underground resources. It accomplishes these goals by establishing spacing units, issuing drilling permits, administering bonds (required to guarantee the eventual proper plugging of wells and restoration of the surface), classifying wells, and adopting rules. BOGC also repairs old, abandoned, problem wells. It maintains a library of well cutting samples and core samples in Billings (the cores, themselves, are stored in the U.S. Geological Survey Depository in Arvada, Colorado). Since 1993, the board has performed the certification required for companies to receive tax incentives available for horizontal wells and enhanced recovery projects. An even newer responsibility is the Underground Injection Control Program (see related article).

——THE UNDERGROUND INJECTION CONTROL PROGRAM

The Montana Board of Oil and Gas Conservation (BOGC) is assuming primary regulatory jurisdiction over a whole new program, the Underground Injection Control (UIC) Program for Class II injection or disposal wells. The purpose of this program is to protect underground sources of drinking water (USDW). (As defined by federal regulations, USDW include aquifers containing less than 10,000 mg/L of total dissolved solids).

A "Class II injection well" is defined, very generally, as one used to inject fluids as part of an oil and gas extraction operation. The injected fluid usually consists of waste water that has been produced along with the oil and gas. Although their quality varies from place to place, these fluids typically contain high concentrations of dissolved minerals (especially salts, and sometimes carbonates). In some cases, fresh water may be injected instead of or in addition to the brine, for the same reason--to enable recovery of more of the oil and gas than would otherwise be possible. Class II injection wells can also be used for underground storage of liquid hydrocarbons like propane and butane.

An oil and gas operator must apply for a permit to inject, providing specific data about the company and other required information. Oil and Gas Conservation Division (OGCD) staff perform a technical review of the proposal, which also goes through a public notice and hearing process. BOGC may then issue, modify, or deny the permit; regulate the volume and characteristics of the fluids to be injected; and impose operational requirements or limitations for the well. OGCD staff will periodically inspect permitted wells, and each well will be tested every five years for mechanical integrity. Operators are also required to monitor the wells (using pressure gauges and other equipment), characterize injected fluids, and submit periodic reports.

If a problem is revealed, a well would have to be shut in immediately and then repaired. In most instances, the potential for contamination is remote because of the requirements pertaining to the wells. If a case of contamination occurs, however, the severity of the impact would depend on the composition of the injected fluid, the amount leaked, the geological conditions, and the proximity of groundwater. The objective is to protect any USDW from becoming contaminated as a result of injection operations.

The Safe Drinking Water Act, which authorized the UIC Program, also established four other classes of injection wells, which can be used for such purposes as solution mining (primarily of potash) and disposal of hazardous, radioactive, industrial, and municipal waste. The U.S. Environmental Protection Agency (EPA) previously regulated all five classes of wells in Montana. BOGC has sought delegation of the Class II UIC Program for several years, and the Montana Department of Environmental Quality may now be interested in pursuing delegation of the Class V UIC Program.

The rules adopted by BOGC became effective on May 10, 1996. The search for a program director, to be based in Billings, has begun. Five current field employees stationed in Shelby, Glendive, Plentywood, and Roundup will be trained to provide monitoring of the UIC Program. The program is expected to get underway about mid-July. The costs will be covered by a fee of $200 per injection well per year and an EPA operating grant for $95,000 per year. The board's jurisdiction applies statewide to all but Indian lands.

PERSONNEL PROFILE

Tom Richmond

Oil and Gas Conservation Division Administrator

"... a mischievous sense of humor..."

When Tom Richmond begins discussing the Oil and Gas Conservation Division, three things quickly become apparent: technical competence, administrative ability--and a mischievous sense of humor.

A native of Great Falls, Tom graduated from Great Falls Central High School. He then attended the Montana College of Mineral Science and Technology in Butte, where he received a B.S. in petroleum engineering in 1971.

He returned to Great Falls and put his degree to work, first, at the Phillips Petroleum Refinery. Next Tom spent nearly eleven years with the U.S. Geological Survey, which gave him the opportunity to see quite a bit of country: an offshore office in Louisiana, an area office in Oklahoma, and district offices in Oklahoma, Wyoming, and finally Montana (Billings).

In January 1982, Tom began employment with DNRC as the petroleum engineer for the Oil and Gas Conservation Division, working in Billings. He became division administrator six years ago, in 1990, and continues to perform his petroleum engineering duties, as well.

One of the first challenges Tom faced in his present position was to incorporate Montana Environmental Policy Act (MEPA) requirements into the long-standing oil and gas permitting procedure. Part of this effort involved preparation of a massive programmatic environmental impact statement and adoption of new rules.

Tom Richmond Photo by Jim Bond

A recent challenge came in 1993 and 1994, when the revenues funding the division's operations dropped by 30 percent (see related article). Tom notes with satisfaction that the division "has survived a budget crisis and a reduction in force, and we have continued to do our work." His goals are to keep on providing good service and to stay in pace with rapidly changing technology.

Tom's situation is different from that of the other division administrators in several ways. For one thing, he actually works for and is accountable to the Board of Oil and Gas Conservation. For another, the Billings building is owned, not leased, by the state, which brings a whole new kind of worries. Tom muses, "Will the grass grow? Will any of the seven heat pumps have to be replaced?"

Tom currently serves as vice chairman of the Data Base Standardization Committee of the Interstate Oil and Gas Compact Commission, an association of state regulatory agencies. An aspect of Tom's job that he finds especially enjoyable is working with industry representatives and contacts.

Enjoyment also comes from his personal interests: woodworking, fly fishing, and gardening. Tom is married; his wife is a certified public accountant who also completed a master's degree in business administration this spring.

PROGRAM FOCUS

The Oil and Gas Conservation Division

Photo by Tom Richmond

Some of the OGCD Billings staff (from left): Jon Hjartarson, Jim Halvorson, and Cyndy Fletcher-Simons

"Now the level of industry activity seems to be picking back up. . ."

In 1995 in Montana, 227 companies produced 16.5 million barrels of oil, and 173 companies produced 50.7 million MCF of gas. Last year saw 211 well-drilling activities and the completion of 60 new oil wells and 80 new gas wells. New exploratory drilling and seismic exploration are underway; seismic shotholes and dry wells are being plugged and reclaimed. New production techniques are coming into increasing use; so are new exploration technologies.

In regulating all of this activity, the Board of Oil and Gas Conservation (BOGC) relies heavily on its staff, most of whom are employees of the Oil and Gas Conservation Division (OGCD). (The staff attorney is a Helena lawyer in private practice who is on contract.) The main division office is located in Billings, while the primary field office is situated in Shelby.

More of the OGCD Billings staff (standing, from left): Kris Goll, Rich Jacobson, and (seated) Karen Maddaus

Photo by Jim Bond

Oil and Gas Conservation Division Personnel

Billings		
Tom Richmond	Division Administrator and Petroleum Engineer	Management, policy, and personnel matters; public and legislative liaison; drilling permit processing; technical expertise at hearings
Jim Halvorson	Petroleum Geologist	Technical requirements for drilling and plugging program; technical expertise at hearings; coordination of program activities; special projects
Jon Hjartarson	Chief Field Inspector	Supervision and coordination of field inspection activities; approval of abandonment plans, well work-overs, and well recompletions; coordination of plugging program
Rich Jacobson	Statistician	Production statistics; statistical analysis; financial assurance; bond program; portions of annual report
Kris Goll	Draftsman	Dry hole maps; field maps; library of well cutting samples
Cyndy Fletcher-Simons	Administrative Support	Maintenance of logs, reports, and records; bank deposits; compliance responsibility
Karen Maddaus	Administrative Support	Processing of drilling permits; data entry into database records
Helena		
Dee Rickman (semi-retired; works up to 600 hours per year)	Executive Secretary/ Administrative Officer	Scheduling and coordination of BOGC business meetings and public hearings; budget development and financial reports; personnel and policy matters; liaison with DNRC management and the legislature
Susan Kirley	Secretary (temporary)	Clerical aspects of notices of hearings, BOGC orders issued pursuant to hearings, rule making; bill paying
Larry Syth	Statistical Technician	Production records for both oil and gas; preparation of quarterly bulletin and annual report
Don Garrity	Attorney (on contract)	Research of legal matters; legal counsel
Shelby		
Steve Sasaki	Field Supervisor	Field office management and supervision; field investigations
Gary Klotz	Field Inspector	Inspections of operations to drill wells, plug wells and seismic shotholes, and reclaim dry holes; problem resolution (spills, leaks, fires); deficiency reports
Mary Chinadle	Administrative Support	Typing; filing; data entry
Glendive		
Joe Simonson	Field Inspector	Inspections of operations to drill wells, plug wells and seismic shotholes, and reclaim dry holes; problem resolution (spills, leaks, fires); deficiency reports
Plentywood		
J. D. Hodges	Field Inspector	Inspections of operations to drill wells, plug wells and seismic shotholes, and reclaim dry holes; problem resolution (spills, leaks, fires); deficiency reports
Roundup		
Alan Olson	Field Inspector	Inspections of operations to drill wells, plug wells and seismic shotholes, and reclaim dry holes; problem resolution (spills, leaks, fires); deficiency reports

continued on page 7

HOW ARE WE DOING?

This is the seventh issue of *DNRConversation*, and it's time to find out what you think. Your opinion will be valuable as we decide whether to continue this newsletter as is, change it, or discontinue it.

Please fill out the following questionnaire and return it by July 15 to Carole Massman in the USF&G Building, 1625 Eleventh Avenue, Helena, MT 59620-1601. You don't need to give your name. If you would rather discuss your ideas in person, though, you're welcome to stop in to see Carole or call her at 406 444-6737.

***DNRConversation*—1996 Reader Survey**

1. How often do you read *DNRConversation*? (Circle one)
   A. Every issue
   B. Most issues
   C. Some issues
   D. Never

2. How much of an issue of *DNRConversation* do you usually read? (Circle one)
   A. All of it
   B. Most of it
   C. Some of it
   D. Little of it
   E. None of it

3. How much of what you read in *DNRConversation* do you believe? (Circle one)
   A. All of it
   B. Most of it
   C. Some of it
   D. Little of it
   E. None of it

4. Please rank the following as sources of information about DNRC reorganization, with "1" being the most useful and "7" being the least useful.

   _____ *Reorganization Update, a Bulletin for State Employees* (the state government newsletter)
   _____ *DNRConversation*
   _____ Newspapers
   _____ Other publications
   _____ Your supervisor or chain of command
   _____ Co-workers
   _____ Other (specify)_____

5. How useful is *DNRConversation* in providing information about the following topics? (Check one response for each topic)

Topic	Very Useful	Useful	Slightly Useful	Not Useful
Director's vision for DNRC				
Reorganization of DNRC				
DNRC organizational units				
Key DNRC administrators				
DNRC programs				
DNRC policies				
DNRC staff changes				
News about current events relating to DNRC				

6. What is your opinion of the length of *DNRConversation*?
   A. Too long
   B. About right
   C. Too short

7. How often should an agency newsletter like *DNRConversation* be issued?
   A. Semiannually
   B. Quarterly
   C. Bimonthly
   D. Monthly
   E. Other (specify)_____

8. Please rank the following kinds of articles, with "1" being your favorite and "8" being your least favorite.

   _____ Director's column
   _____ Articles about key administrators ("Personnel Profile")
   _____ Articles about programs ("Program Focus")
   _____ Articles about reorganization
   _____ Articles about policies
   _____ Articles about personnel changes
   _____ News articles about events affecting DNRC
   _____ Other (specify) _____

OVER

9. Please put a check mark in front of only the kinds of articles (listed below) that you think should be added to *DNRConversation*.

_____ Stories about how employees do their jobs
_____ Stories about employees off the job
_____ Agency plans for the future
_____ Employee promotions, awards
_____ New developments in the agency
_____ Legislation and regulations affecting the agency
_____ Employee sports and other recreational activities
_____ Problems, obstacles, costs facing the agency
_____ News about other state or federal agencies
_____ Letters to the editor
_____ Classified ads, personals
_____ Cartoons, humorous columns
_____ Articles about safety and health
_____ Articles on personal improvement, career planning
_____ Schedules of upcoming events
_____ Other (specify)_____

10. What is your opinion of the content of *DNRConversation*?
    A. Excellent
    B. Good
    C. Fair
    D. Poor
    E. Bad

11. What is your opinion of the writing in *DNRConversation*?
    A. Excellent
    B. Good
    C. Fair
    D. Poor
    E. Bad

12. What is your opinion of the layout and graphics of *DNRConversation*?
    A. Excellent
    B. Good
    C. Fair
    D. Poor
    E. Bad

13. What is your overall evaluation of *DNRConversation*?
    A. Excellent
    B. Good
    C. Fair
    D. Poor
    E. Bad

14. Please give us your suggestions regarding how we can improve *DNRConversation*.

_____

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15. How long have you been an employee of DNRC? (Circle one)
    A. Less than 1 year
    B. 1 to 5 years
    C. Over 5 years

16. Where is your job station? (Circle one)
    A. Helena
    B. Other than Helena

17. Do you supervise other employees? (Circle one)
    A. Yes
    B. No

Remember to return this completed form to Carole Massman by July 15. Thanks for your help!

The tools available to accomplish oil and gas regulation include permits, bonds, rules, and BOGC orders. The field inspectors, who conduct on-site visitations and investigations, can issue deficiency reports. BOGC is also empowered to levy both civil and criminal fines, but, before doing so, it first tries to develop a plan to correct the problem.

The program's direct clients are primarily the regulated community of operators: that is, those individuals and companies that explore for, drill for, produce, or recover oil and gas resources. By protecting correlative rights and interests, the division also serves mineral owners and surface owners. Because it is a public repository for oil and gas data and samples of drilled materials, the division is an information resource for geologists, other scientists, and data managers. Water users are served indirectly, through the protection of the groundwater resource. In a broader sense, the division serves all Montana taxpayers, who benefit from the collection of oil and gas production revenues.

Unlike most of DNRC, the oil and gas program receives no money from the general fund. It is supported chiefly by the oil and gas conservation tax (0.3 percent of the value of the oil and gas produced and sold, less government royalties). Lesser amounts of funds come from drilling permit fees and administration fees that go into a state special revenue account. Also, a damage mitigation account is funded by bond defaults, and the program receives a $50,000 appropriation from the Resource Indemnity Trust.

The oil "boom" in the late 1970s and early 1980s was followed by a "bust." Because its funding level depends mainly on the value of oil and gas produced, the division also experienced a decline. The repercussions were severe, including reductions in staff and the transfer of certain functions, including the handling of bonds and well permits, from Helena to the Billings office. Now the level of industry activity seems to be picking back up, according to Tom Richmond, division administrator.

Tom has overseen a number of other changes and trends in recent years.

1. An environmental assessment is now done as each permit is being processed.

2. Bonding requirements are more stringent; additional strengthening is likely, in an effort to ensure that today's development won't create problems that will have to be cleaned up by future generations.

3. A whole new program, with new rules and new procedures, was developed to administer the tax incentive legislation passed in 1993 to encourage enhanced recovery projects and horizontal drilling.

4. Much greater effort is going into plugging or restoring "orphaned" wells (those for which either no responsible party can be found, or the responsible party is financially unable to carry out its duties). Over 50 wells have been plugged in the past six years, using funds from DNRC's Reclamation and Development Grant Program that are made available in the form of a priority in the application evaluation criteria. A proposal under the current Executive Planning Process would (1) double the funding to $1.2 million per biennium from the Resource Indemnity Trust Fund interest income, and (2) provide it directly to the program, removing the necessity to go through the application process and the two-year cycle of availability of grant funding.

Much of the change in the oil and gas industry is driven by technological advancements. An area in production where this is especially true is in horizontal drilling techniques. An example from the exploration aspect would be 3-dimensional seismic techniques, which also incorporate the use of improved computer technology to locate and define geologic structures. One of Tom's goals for the program is to "continue to react appropriately to new technology."

At one time, DNRC did the accounting for revenues collected in connection with oil and gas development; those functions have been transferred to the Department of Revenue. Unsuccessful efforts have periodically been made to bring the division more fully under the department's organizational structure. In the last legislative session, transferring oil and gas to the Department of Environmental Quality was proposed, but defeated.

We're glad that you're still a part of DNRC!

— DNRC EMPLOYEES ASSIST WITH — DERAILMENT, FIRES, FLOOD, AND STANDOFF

DNRC employees from across the state were called on to help during recent emergencies.

ALBERTON—The Forestry Division office in Missoula dispatched several employees—**Tom McIsaac**, **Mira Bruner**, **Ed Matthews**, **Ray Nelson**, and **Bob Delange**—to the Alberton train derailment and chlorine spill in April. Also, **Jeff Jahnke**, Southwestern Land Office manager, served as incident commander.

NEW MEXICO AND ARIZONA—Employees from the Northwestern Land Office on fire duty in New Mexico and Arizona included **Bill Glaspey**, **Allen Branine**, **Steve Tiegen**, and **Greg Poncin**. DNRC employees from the Central Land Office included **Harold Gemmell**, **Greg Morris**, **Chris Dargan**, **Andy Guest**, **Jeff Laden**, **Joan Spear**, **Ed Tovey**, **Butch Kroll**, and **Kim Beaver**. From the Southwestern Land Office were **Mike Meyers**, **Hugh Warford**, **Eric Norris**, **Michelle Lofthouse**, and

J. D. Bauman. **Todd Miller** and **Dereck Rodgers** from the Eastern Land Office and **Robert Guenther** from the Southern Land Office also spent time in New Mexico.

ALASKA—Assisting with fire-fighting operations in Alaska are **Teresa Garrison** and **Jerry Buhre** from the Northwestern Land Office and **Kurt Gelderman** from the Southwestern Land Office.

LIVINGSTON—**Jim Kalitowski**, **Brian Connelly**, and **Diana Martin** from the Bozeman Unit Office provided support services to the Park County Operations Center during the Yellowstone River flooding in Livingston.

JORDAN—DNRC's Southern Land Office supplied a 100-person kitchen unit and a 100-person cache van to support authorities handling the Freemen incident near Jordan.

OFFICE ERGONOMICS

About 15 Helena-based DNRC employees now know more about office "ergonomics" (fitting the work station to the person) and preventing back injuries. Brett Dahl, administrator of the Risk Management and Tort Defense Division of the Department of Administration, conducted a morning-long training session for them on May 8 at the Public Service Commission's conference room.

About 1,200 state employees file worker compensation claims each year; most of these involve back problems or carpal tunnel syndrome. Repetitive movements, force, and awkward posture worsen these and other "cumulative trauma disorders," but much can be done to prevent or alleviate them. Positive measures in the workplace include chairs that are properly designed and adjusted, placement and height of monitors, use of document holders and wrist supports, and convenient arrangement of frequently used items. Varying tasks, rotating jobs, taking breaks, and doing brief exercises during the workday can help. Overall lifestyle also plays a role; factors include weight control, exercise, stretching, and position when lifting, sitting, standing, and sleeping.

Attendees represented the Reserved Water Rights Compact Commission, Water Resources Division, Water Resources Regional Office, Central Land Office, Oil and Gas Conservation Division, Conservation and Resource Development Division, and Central Management Division.

The workshop was sponsored by the DNRC Safety Committee. Each division has a safety coordinator who serves on this committee; Randy Mosley is the department-level coordinator.

NEW FACES, NEW JOBS

These persons either started employment with DNRC or changed positions within the agency during April or May, 1996. We wish you success in your new job!

Richard Bach was hired in the legal office as an attorney specialist. Richard has served as assistant county attorney for Deer Lodge County, chief counsel for the Auditor's Office, and counsel for State Fund. He most recently worked as an attorney for a law firm in Florida.

Charles Brenton was hired in a permanent pilot position after working as a seasonal pilot for the past two years. Charles also works as a Montana Army National Guard instructor pilot.

Before coming to work at DNRC as a hydrologist in the Glasgow Regional Office, **Brent Esplin** attended Utah State University at Logan, Utah. While attending the university, he worked as a teacher's assistant and a research assistant.

Eric Kurtz was hired at the Northwestern Land Office as a forester. He was working as a forester in the New Jersey Forest Fire Service in Mays Landing, N.J. Eric had worked for the Department of State Lands while attending the University of Montana during the 1980s.

Ned Pettit, formerly environmental coordinator in the Water Projects Bureau, has transferred to the position of water resources specialist, Water Management Bureau. Ned has been employed by DNRC since March of 1994.

John Righter worked for the U.S. Forest Service in Montana and Idaho before accepting a job as forester in Libby at the Northwestern Land Office.

Peter Seigmund was hired as a forester at the Northwestern Land Office in Kalispell. He most recently owned and operated the Baldy Mountain Natural Resources consulting service in Missoula. Peter has also worked at the DNRC unit office in Plains.

Terry Thorpe owned a forest management business in Seeley Lake prior to accepting a job as forester at the Northwestern Unit Office in Olney.

SOON TO BE . . . A RETIREE!

These long-time employees are retiring in the near future. In fact, several will say goodbye to us at the end of this month. We wish you all the best as you begin this new chapter in your lives!

GEORGE CAWLFIELD

George will retire June 30 from his job as chief of the Information Technology Bureau after twenty-five years of service to DNRC. George was born in Texas and moved to Bozeman, where he graduated from high school and attended Montana State University. He holds a B.S. in math and a M.S. in soil physics. After retirement, George will work as a full-time rancher until his wife, Janet, retires next year, at which time they plan to do some traveling.

MARVIN CUTLER

Marvin is a native of Montana and graduated from high school in Butte. He came to work as a maintenance man on March 4, 1974, in the Centralized Services Division. Marvin will retire from his job as administrative aide the end of June. He plans to do some traveling with his wife, Pat, and spend more time with his two daughters and their families. Marvin will be missed by all and especially his co-workers in the Central Management Division.

RON GUSE

Ron is a native Montanan and attended school in Hamilton. He graduated from the University of Montana with a degree in geography. Ron was hired by the Montana Water Resources Board in July 1968 as an engineering technician. Ron has contributed much to the State of Montana in the area of water rights and plans to retire July 19 as manager of the New Appropriations Section in the Water Rights Bureau. Ron's ready smile and positive attitude will be missed by all.

THANK YOU, ALL, FOR A JOB WELL DONE. WE'LL MISS YOU!

BILL O'BRIEN

Bill is planning to retire in June to pursue other interests and play the part of "Mr. Mom" to his two children. Bill is a native of Illinois, but attended the University of Montana and graduated with a B.S. in forest management. He started working in the Missoula office of the former Department of State Lands as a forester in February of 1973. He then transferred to the Kalispell office as the Northwest Area manager. His wife, Beverly, will remain working for the Kalispell Unit Office as forest management supervisor.

GORDON TAYLOR

Gordon was hired as a water plan technician for the Montana Water Resources Board in May 1966. Gordon's career at DNRC has included working as a cartographer, cartographer draftsman, and bureau chief, and he retires as graphic design specialist. A native of Montana, Gordon was born in Glasgow and attended high school in Saco. Gordon and his wife, Judy, plan to move to Sierra Vista, Arizona.

HARRY "TOM" VARS

His career of 41 years will be drawing to a close when Tom retires this month. A native of Pennsylvania, Tom earned his B.S. degree in forestry from the University of Idaho. Tom was hired July 20, 1955, as a forester in Kalispell. Many things have changed during his years of service: foresters were required to work 44 hours a week and were not entitled to use annual leave for the first year of service; salaries and pay increases were determined by the Board of Examiners on recommendation of the state forester. Tom will retire as the Stillwater Unit Manager to spend time at home finishing some long awaited projects and perhaps do some traveling with his wife, Margaret.

——*DNRC'S GUIDING PRINCIPLES*——

1. **WE OBEY THE LAW.**
2. **WE TELL THE TRUTH.**
3. **WE FOLLOW THROUGH ON COMMITMENTS AND ARE ACCOUNTABLE FOR OUR ACTIONS.**
4. **WE BELIEVE IN BEING FISCALLY RESPONSBLE FOR THE TAXPAYER'S MONEY.**
5. **WE INVITE THE PUBLIC TO PARTICIPATE IN OUR ACTIONS AND DECISIONS.**
6. **WE PROVIDE PROMPT AND COURTEOUS SERVICE TO ALL OUR CUSTOMERS.**
7. **WE VALUE AND TRUST ONE ANOTHER AND STRIVE FOR A HEALTHY AND PRODUCTIVE WORK ENVIRONMENT.**

DNRConversation is an employee newsletter published by the Montana Department of Natural Resources and Conservation.

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Design . . . . . .Ross Campbell
Layout . . . . . .Don Howard
Photographer . . . . . Jim Bond

Please send your articles or ideas to Carole Massman, 1625 Eleventh Avenue, Helena, MT 59620-1601, or call her at 406 444-6737.

Persons with disabilities who need an alternative, accessible format of this document should contact DNRC at the address below. Phone 406 444-2074 / fax 406 444-2684.

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